

May 2, 2016

INDIANA  
**WORKFORCE**  
DEVELOPMENT  
AND ITS **WorkOne** CENTERS

**SKILL UP**

**SKILL UP INDIANA!**  
**PREPARING INDIANA'S WORKFORCE**  
**FOR THE JOBS OF TOMORROW**

# Overview

1. Why Skill UP?
2. What is Skill UP?
3. Key Points of Emphasis
4. Eligibility
5. Important Dates
6. Phases of Application
7. Community Benefits
8. Aligned/Simultaneous Initiatives

# Why Skill UP?



# Demand-Driven Workforce System: The right skills at the right time in the right way

## ENGAGE

Are employer needs being met?

### Establish Job and Skill Demand

- 800 job categories forecast
- Identify associated skills

### Validate Inputs

- Gather information from employers
- Confirm utilizing updated technological resources including INK, improved case management system, etc.

### Analyze

- Identify gaps between employer required skills and competencies and what is being taught.

## ALIGN

Are we teaching those skills and building talent pipelines?

Inform all Hoosiers  
of Current and  
Future Job Demand

Share employer  
demand data  
with educators to  
inform curriculum  
development

Align all workforce  
training against  
employer-driven  
demand

### Counseling/Advising Systems

- Incorporate Employer demand model

### K-12

- CTE, JAG, Youth Assistance Programs, Skill Up, etc.
- Work and Learn

### Postsecondary

- Certifications/Credentials
- Work and Learn

### Workforce Training

- Adult Basic Education
- WorkIndiana
- Vocational Rehab
- Skill Up
- Work and Learn

## ADVANCE

Are we raising personal income in Indiana?

### Identify with IEDC and economic development partners desirable high-wage sectors and related jobs

- Includes growing existing and attracting new high-wage sectors and related jobs

### Coordinate with Educators

- To teach skills relevant to growing existing and high-wage business

### Proactively Market a Skilled Workforce

- To grow existing businesses and attract new business to Indiana

# PROVIDE FEEDBACK, MEASURE AND IMPROVE

# What is Skill UP?

An initiative aimed at **expanding** and/or creating **industry-led, cross-sector regional partnerships** focused on **implementing** evidence-based strategies to ensure regional communities have a strong talent development pipeline with the necessary skills to help fill the more than 1 million jobs that will be available by 2025.

# Points of Emphasis

- Regional Collaboration led by employer community
- Implementation of evidence-based strategies such as:
  - Curriculum based on employer needs
  - Career Pathways
  - Work-and-learn opportunities
  - Competency-based education
- Shared goals and metrics that demonstrate significant movement toward closing skills and attainment gaps



# Eligibility

- An **industry-led, cross-sector** partnership within a region that will have an impact on a geographic area consisting of a minimum of 200,000 in population or encompasses an existing economic growth region(s) as defined by the Indiana Department of Workforce Development.
- Key stakeholder endorsement
- Private match of 25%

# Important Dates

- PHASE 1: Letter of Intent
  - Due May 16, 2016
- PHASE 2: Preliminary Application
  - Due June 30, 2016
- PHASE 3: Final Application
  - Due August 31, 2016



# Phase 1: Letter of Intent

- Due May 16, 2016
- Include:
  - Projected partner organizations
  - Region of the state impacted by activities
  - Potential technical assistance that may be needed in the areas of:
    - Sector strategies
    - Career pathway program and/or system development
    - Coalition Building/system change

# Phase 2

## Preliminary Application

- Due: June 30, 2016
- Include:
  - Regional Overview
  - Systems Change
  - Partnership members
  - Strategies eligible for funding
  - Potential Outcomes
- May be up to 5 pages in length

# Phase 2

## Preliminary Application

### Regional Overview:

- Description of the region to be impacted by the implementation of Skill UP activities.
- Description of current regional education and workforce needs
- Description of current programs that could be leveraged to achieve regional goals

# Phase 2

## Preliminary Application

### Systems Change:

- Explain the challenge(s) facing the region
- Explain how members of the partnership plan to collaborate and build upon the work of partner organizations to address those challenges
- Explain how the partnership plans to implement new strategies to improve regional programming

# Phase 2

## Preliminary Application

### Partnership Members:

- Describe the member organizations that are included in the partnership and the role each partner organization can play
- Provide evidence that partner organizations have committed to working together to address regional needs

# Phase 2

## Preliminary Application

### Strategies eligible for funding:

- Describe the partnership's plan to implement evidence-based strategies that address the skills gap and workforce needs of the region

# Phase 2

## Preliminary Application

### Outcomes:

- Describe the outcomes the partnership expects to achieve as a result of implementing evidence-based strategies.



# Phase 3: Final Application

- Due: August 31, 2016
- Include:
  - Regional Overview (see previous section)
  - Systems Change (see previous section)
  - Partnership members (include partnership agreements)
  - Strategies eligible for funding (see previous section)
  - Metrics and specifics of each strategy
  - Technical assistance requirements
  - Link to simultaneous initiatives
- May be up to 10 pages in length

# Phase 3: Final Application

## Metrics and specifics of each strategy

- Include a project timeline, budget, and metrics for each strategy the partnership plans to implement
- Include a process and method for collecting, housing, and sharing data with DWD
- Include a process for evaluating programming
- Include a sustainability plan

# Phase 3: Final Application

## Technical Assistance

- Indicate areas where technical assistance resources may benefit the partnership in implementing evidence-based strategies

# Phase 3: Final Application

## Link to Simultaneous Initiatives

- Describe how the partnership plans to build off of regional initiatives that are already happening.

# Community Benefits

- Employer-driven outcomes based upon the workforce needs within the community
- Collaboration of multiple entities working toward a common goal
- Better aligned talent development pipeline system
- A way to retain regional talent

# Aligned Initiatives

Regional activities that may be leveraged in this effort:

- Indiana Sector Partnerships
- Indiana Pathways Innovation Network
- Innovative CTE Grants
- US DOL and DOE Grants
- Foundation-funded relevant activities
- WIOA Programs: Adult Education, Adult and Dislocated Workers, Youth, Vocational Rehab
- OCRA Workforce Development Program
- Regional Cities Initiative

# Resources

- Website: <http://www.in.gov/dwd/skillup.htm>
- Community Assets: <http://www.in.gov/irwc/2706.htm>
- Indiana Pathways Definitions:  
[http://www.in.gov/icc/files/Indiana Pathways Definitions.pdf](http://www.in.gov/icc/files/Indiana_Pathways_Definitions.pdf)
- Indiana Sector Partnerships:  
[http://www.in.gov/icc/files/Indiana Plan and Launch Sector Partnership Initiative.pdf](http://www.in.gov/icc/files/Indiana_Plan_and_Launch_Sector_Partnership_Initiative.pdf)
- FAQs: <http://www.in.gov/dwd/2822.htm>
- Resource section in Appendix B of grant guidelines



# Questions

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